



CANADA BASKETBALL EQUITY, DIVERSITY, and INCLUSION POLICY

Definitions

1. The following terms have these meanings in this Policy:
 - a. *“Ally”* - A person who makes an intentional effort to help facilitate greater equity across the systems, policies, and practices in which they operate, even and especially when it is difficult to do so. An Ally may have more power and privilege in a given circumstance than others and uses that power and privilege to advance equity.
 - b. *“Discrimination”* - Differential treatment of a Participant based on one or more grounds prohibited under the Ontario Human Rights Code, which include: Age, Ancestry, Citizenship, Colour, Creed, Disability, Ethnic origin, Family status, Gender expression, Gender identity, Marital status, Place of origin, Race, Receipt of public assistance, Record of offences, Sex, Sexual orientation
 - c. *“Diversity”* - Diversity is the demographic mix of the community, with a focus on the representation of underrepresented groups.
 - d. *“Equity”*- Equity is affording fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation in society of some groups. Equity is the process; equality is the result.
 - e. *“Fair Representation”* - the outcome of deliberate effort to achieve an appropriate balance across the organization and at all levels of the organization by ensuring people from Under-Represented Groups and diverse opinions, perspectives, and interests all have an equitable opportunity to participate.
 - f. *“Harassment”* - A course of vexatious comment or conduct against a Participant or group, which is known or ought to reasonably be known to be unwelcome. Types of behaviour that constitute Harassment include, but are not limited to:
 - i. Written or verbal abuse, threats, or outbursts.
 - ii. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts.
 - iii. Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin.
 - iv. Leering or other suggestive or obscene gestures.
 - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vi. Practical jokes which endanger a person’s safety, or may negatively affect performance;

- vii. Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual's positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability;
- viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
- ix. Deliberately excluding or socially isolating a person from a group or team;
- x. Persistent sexual flirtations, advances, requests, or invitations;
- xi. Physical or sexual assault;
- xii. Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment; and
- xiii. Retaliation or threats of retaliation against a person who reports harassment to Canada Basketball.
- g. *"Inclusion"* - Inclusion is the creation of an environment where everyone feels welcome, is treated with respect, and can fully participate.
- h. *"Organizational Participants"* – All categories of individual membership defined in Canada Basketball Bylaws, as well as all individuals engaged in activities with Canada Basketball, including but not limited to, National Participants, athletes, coaches, officials, directors, officers, volunteers, committee members, parents and spectators, managers, and administrators.
- i. *"Under-Represented Groups"* - A subgroup of a larger group who share a particular characteristic (or set of characteristics) and who often have less power or representation than other members of that larger group. Under-Represented Groups can often belong to equity-deserving groups since those who are under-represented are also often marginalized in society. Under-Represented Groups can include women, racialized persons, children in low-income families, Indigenous people, seniors, people with disabilities, newcomers to Canada, and members of the 2SLGBTQIA+ community.

Pre-amble

2. Canada Basketball (the "Organization") stands for equity, diversity, and inclusion, in every way. Therefore, the Organization stands against any type of racism, discrimination, and harassment. While the *Canadian Charter of Rights and Freedoms* and the *Ontario Human Rights Code* will always be adhered to, Canada Basketball will routinely examine all policies, processes, procedures, plans and programs for improvement to ensure diversity and to foster cohesive, inclusive, and equitable corporate culture and play environments.

Purpose

3. The purpose of this policy is to guide the continuous transformation of the work and play environments at Canada Basketball by outlining the roles and responsibilities of participants, the effectiveness of other policies and the implementation and tracking of equity and diversity efforts within the organization.

Scope and Application

4. The Equity, Diversity and Inclusion Policy applies to the following participants in the Organization, known as the stakeholder groups:
 - a. **MANAGEMENT**
 - Canada Basketball Board of Directors
 - Canada Basketball Foundation Board of Directors
 - Canada Basketball Senior Management Team
 - b. **NON-MANAGEMENT**
 - Canada Basketball Diversity Advisory Council
 - CBOC Executive Council
 - Canada Basketball Players
 - Canada Basketball Part/Full Time Staff
 - Canada Basketball Interns and Volunteers
 - Canada Basketball Team Staff (this includes Doctors, Therapists, Coaches, Trainers, Officials and Referees, Technical Staff and Team Managers)
5. The stakeholder groups are committed to working together to enable the Organization to achieve the following to foster diversity and workplace equity:
 - a. Fair representation in all areas and at all levels of work and play in the Organization.
 - b. Inclusion and equitable promotion, recognition, and support for members of Under-Represented Groups to attain senior leadership positions.
 - c. Continuous education of participants in inclusive diversity and workplace equity.
 - d. Equitable representation in marketing materials, internal and external communications, media, official publications, and events.
 - e. A corporate culture of mutual respect, unity, and harmony, free from any form of sexual harassment, harassment, racism, or discrimination.
6. To ensure the effectiveness of this Equity, Diversity and Inclusion Policy, Management is committed to performing the following activities periodically as indicated:
 - a. Survey of the participants to be performed by a third party to establish the indices for inclusive diversity and workplace equity.
 - b. Conduct a review of all policies, processes, and procedures to ensure they are updated as required, based on the frequency stated in the Policy Index, to ensure they are current with best practices.
 - c. Ensure all participants complete required training as mandated by Canada Basketball to refresh or enhance their level of education.
 - d. Meet or exceed the respective benchmarks and targets set by the Diversity Advisory Council to foster inclusive diversity and workplace equity in work and play environments.

Responsibility

7. Management has a responsibility to:
 - a. Provide Education: provide and encourage training opportunities for participants to continuously enhance their knowledge of inclusion, diversity, and equity

- b. Maintain Engagement: intentionally solicit and leverage the feedback of those belonging to Under-Represented Groups in the decisions, directions and actions affecting the Organization
 - c. Empower Employees: develop and implement succession plans for employees
 - d. Celebrate: identify, acknowledge, and express corporate support for major cultural, religious, and historic celebrations
 - e. Recognition: A corporate culture that ensures the recognition of everyone, especially those belonging to Under-Represented Groups in proportion to those in the majority, with a strong focus on fair representation in hiring, promotions, awards, recognition, internal and external publications and the appreciation of efforts, progress, and success.
8. Non-Management has a responsibility to:
- a. Support the efforts of Canada Basketball to enhance its culture to be more diverse, inclusive, and equitable.
 - b. Participate in corporate training or retraining on equity, diversity, and inclusion.
 - c. Speak up against racism, discrimination, and harassment.
 - d. Be allies of change.

Reporting

9. Allegations of racism, discrimination, harassment, or other breaches of the Organization's Code of Conduct will be managed in accordance with the Organization's *Discipline and Complaints Policy*.
10. An incident or a complaint of racism, harassment, or discrimination whether in work or play environments should be reported to the Designated Independent Third-Party ITP Sport & Recreation. Online form available at <https://app.integritycounts.ca/org/itpsport> or by phone at 1-800-758-9412 Incidents of these types are subject to Canada Basketball's *Discipline and Complaints Policy*.
11. All incidents or complaints of racism, harassment and discrimination shall be kept confidential except to the extent necessary to protect all participants, to investigate the complaint or incident, to take corrective action, to facilitate the discipline and complaints administrative process or otherwise as required by law.

Review and Approval

12. This Policy was reviewed by the Policy Development Committee of the Diversity Council and reviewed and approved by the Board of Directors on the 15th day of December 2022.